  
A Weekly Update  
For The Employees of  
North Central Health Care



PHOTO OF THE WEEK



# NEWS YOU CAN USE



## WEEKLY CONNECTION WITH JASON HAKE

As Thanksgiving approaches, I find myself reflecting on the traditions that make this time of year so special. For my family, deer hunting has always been a treasured part of the season. It's more than just a sport—it's a time to connect, reflect, and strengthen the bonds that tie us together.

Growing up, hunting with my father was a tradition that taught me important lessons about respect for nature, patience, and the value of spending time with family. I still look forward to those crisp mornings in the woods, sharing quiet conversations and creating memories that lasted far beyond the hunt.

This year, I'm excited to pass this tradition on to my daughters. Teaching them to hunt is about more than learning a skill; it's about sharing the values that my father passed on to me. **Integrity** is at the heart of this tradition—hunting ethically, respecting wildlife, and caring for the land. These lessons, though rooted in the woods, carry over into every aspect of life.

Thanksgiving as a holiday is not different. Whether it's preparing a meal, watching football, or spending time outdoors, these shared experiences create lasting bonds. In the same way, hunting with my daughters has become a way to strengthen our connection and teach them the value of togetherness and gratitude.

Whether in our work or personal lives, values like **partnership** and family connection remind us why we do what we do. This holiday season, I encourage you to embrace the moments that bring your family closer, whether it's through long-standing traditions or creating new ones.

To my fellow hunters, I wish you a safe and successful season. And to everyone, Happy Thanksgiving! May your holiday be filled with family, gratitude, and the traditions that bring joy to your heart.



**Jason Hake**

Managing Director of Finance and Administration

### Occurrence Reporting Hotline

**x4488 or 715.848.4488**



Only significant or sentinel events requiring immediate notification to this hotline.

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**Nora Fellenz,**  
**Pharmacy**

Great job troubleshooting and working with Parata to fix our TCG issue very quickly!

**Shared By:**  
**Kendra Eisner**





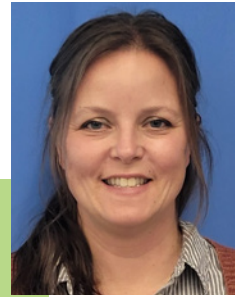
# employees on the move

Congratulations to these employees for their recent transfer or promotion!

# congrats!



**Jennifer Weiler** transferred from LPN at Pine Crest to Dietary Aide in Food Services. Jennifer started her new role on 11/03/2024.



**Lisa Mohr** transferred from Hospitality Assistant to CNA at Mount View Care Center. Lisa started her new role on 11/10/2024.



## Let's talk retirement

## WISCONSIN DEFERRED COMPENSATION PROGRAM

**Talk with a Retirement Plan Advisor about the WDC Program!**

Meeting with your WDC Retirement Plan Advisor is an easy way to help make sure your savings and spending strategy fits you and your future. Schedule a one-on-one appointment. Additional virtual meeting dates and times can be found at [https://nc\\_wisconsin.timetap.com/#/](https://nc_wisconsin.timetap.com/#/).

### Next meeting:


Individual Retirement Readiness Review with Shawn Bresnahan

**Thursday, November 21 • 10am-3pm**

**North Central Health Care Wausau Campus  
Robin Room (#1206) Located in Suite A by HR  
2400 Marshall Street  
Wausau, WI 54403**

### What to bring to your one-on-one meeting once enrolled:

- Wisconsin Retirement System statement
- Social Security statement
- Other retirement account information
- Current paycheck stub (if applicable)



**The Benefits of Enrolling in the Wisconsin Deferred Compensation Program (WDC)**

Saving through the WDC is a simple way to help complement your Wisconsin Retirement System (WRS) retirement and Social Security benefits. It can help you bridge the gap between your financial situation now and your goal for retirement. It's important to plan for your future - but you don't have to do it alone. Take advantage of all the help available to you.

**Get an early start**

Start saving on your salary and bonus, before you start your new job. The money you save goes into your WDC account and grows tax-deferred until you withdraw it. The longer you save, the more money you'll have when you retire. Start saving today!

**Save what you can**

There's no limit on how much you can save in the WDC. You decide how much you want to save each pay period. You can save as little as \$10 or as much as \$1,000. You can also choose to have your employer automatically deduct a certain amount from your paycheck. You can change your savings rate at any time.

**Investment Options**

The Wisconsin Deferred Compensation Program (WDC) provides a wide range of investment options to help you meet your retirement goals. The options are divided into two paths with an additional self-directed brokerage account offering.

**Three paths of investing**

**Path 1: WDC core funds**

- Choose your own portfolio
- Large investment options, including:

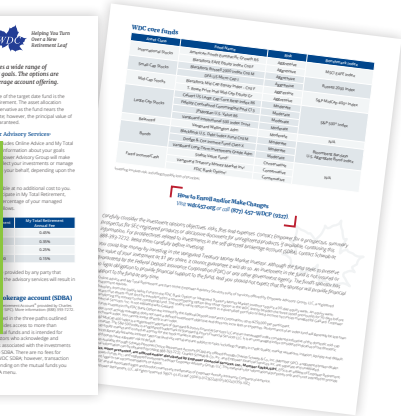
**Path 2: Employer Advisory Service**

The WDC offers a service called the Employer Advisory Service (EAS) that provides advice on your portfolio. EAS is a free service that can help you make better investment decisions. EAS is available to all WDC participants.

**Path 3: Self-directed brokerage account (SDBA)**

The SDBA allows you to invest your WDC funds in a wide range of securities, including stocks, bonds, and mutual funds. You can also use the SDBA to purchase real estate, art, and other alternative investments. The SDBA is subject to certain restrictions and fees.

## Check Your NCHC Email for these great resources and links from WDC!



**WDC core funds**

Fund Name	Description	Investment Objective	Investment Style
WDC Core Bond	Invests in a diversified portfolio of U.S. and foreign bonds.	Conservative	Bond
WDC Core Equity	Invests in a diversified portfolio of U.S. and foreign stocks.	Aggressive	Equity
WDC Core Balanced	Invests in a diversified portfolio of U.S. and foreign stocks and bonds.	Conservative	Balanced
WDC Core International	Invests in a diversified portfolio of international stocks and bonds.	Conservative	International
WDC Core Real Estate	Invests in a diversified portfolio of real estate securities.	Conservative	Real Estate
WDC Core Alternative	Invests in a diversified portfolio of alternative investments, including art, collectibles, and real estate.	Aggressive	Alternative

**How to Research Your Funds**

Before you invest in any fund, you should research it carefully. You can find information about each fund on the WDC website. You can also ask your WDC advisor for more information. You should also consider the fund's investment objective, investment style, and risk level. You should also consider the fund's performance over time. You should also consider the fund's fees and expenses. You should also consider the fund's liquidity. You should also consider the fund's tax treatment. You should also consider the fund's suitability for your investment goals and risk tolerance.



## Thanksgiving Holiday Reminders

**Our Offices will be closed on Thursday, November 28 and Friday, November 29.**

Thank you to all those working over the holidays in our 24/7 programs.





## AN EXCITING PROGRAM CELEBRATING YOU!

A fun way to spread positivity—with chances to win amazing prizes!

← CHECK OUT THE SHOUT OUT  
BOARDS IN EACH DEPARTMENT!



### MAKE THE DAY A LITTLE BRIGHTER

Take a moment to give a SHOUT OUT to an amazing NCHC employee — fill out a slip and stick it here!

LET'S SPREAD SOME POSITIVITY!

**Here's how it works:** Recognize a coworker's hard work, and they'll get a special shout out plus an entry into our stacked prize pool!

**But that's not all:** Every time you get a Shout Out, you're entered into our Quarterly Prize Drawing! Give a Shout Out? You're entered too!

### Quarterly prizes up for grabs:

- (1) Large Grand Prize
- (3) Medium Grand Prizes
- (10) Small Grand Prizes

### So, let's keep the positivity rolling!

More shout outs mean more entries, more fun, and more rewards for spreading kindness!





# ReadyWisconsin

Be Informed. Plan Ahead. Take Action.

**As winter approaches and before colder temperatures set in, now is the perfect time to plan and be prepared for the upcoming season. To help encourage everyone to be winter ready, Gov. Tony Evers has declared Nov. 18 – 22 as Winter Weather Awareness Week in Wisconsin.**

"Winter weather can lead to dangerous conditions including snowstorms, icy roads, and below freezing temperatures, said Greg Engle, Wisconsin Emergency Management administrator. "By planning ahead, we can ensure families and communities are safe during the colder winter months."

Being aware of weather conditions is essential for being prepared. The National Weather Service (NWS) and other reliable local sources will have forecast information to inform you of potential inclement weather. Recently, the NWS simplified their cold weather terminology.

- Wind Chill Watches were renamed to an Extreme Cold Watch
- Wind Chill Warnings were renamed to an Extreme Cold Warning
- Wind Chill Advisory was renamed a Cold Weather Advisory

"These changes are part of a nation-wide effort to simplify the amount of hazard headlines the National Weather Service has," said Tim Halbach. "Instead of using separate terms like "Extreme Cold" and "Wind Chill" warnings to describe similar cold conditions, they will now use just one: "Extreme Cold Watch/Warning/Advisory. This is because there are situations that can be extremely cold without much wind."

Extreme cold temperatures can be dangerous for many people, leading to cold-related illnesses and injuries such as hypothermia and frostbite. There were 45 cold-related deaths in the state during the winter months of 2023-2024\*, according to preliminary data from the Wisconsin Department of Health Services. According to that data, there were 861 emergency department visits and 225 hospitalizations in the state due to cold-related illnesses.

"Getting ready for snow and bitter cold before they hit can help prevent trips to the emergency room and it might even save a life," said Paula Tran, state health officer and administrator for the Wisconsin Department of Health Services. "During cold snaps, it's especially important to check on neighbors and loved ones to make sure they're warm enough where they are and help get them to a warm space if needed."

When dangerously cold temperatures arrive, it's important to follow extreme cold warnings and minimize time outdoors, including pets. If you have to be outside, dress for the weather and make sure you cover exposed skin to reduce your risk of frostbite and hypothermia. Call 211 or visit <https://211wisconsin.communityos.org/> to find local warming centers and free winter clothing outlets. Finally, take precautions to avoid slips, trips, and falls in icy conditions and snow shoveling injuries.

When dangerously cold temperatures arrive, it is important to reduce outdoor activities for your family, including your pets. Make sure you wear several layers of loose-fitting, lightweight clothing instead of a single heavy layer. Outerwear should be tightly woven and water repellant. Make sure you cover exposed skin to reduce your risk. It is also important to know the signs and symptoms of frostbite and hypothermia.

Ice and snow on the roads are a major threat to drivers throughout the state, causing thousands of motor vehicle crashes each year. Preliminary data from the Wisconsin State Patrol shows 9 people were killed and 2,262 were injured in the state last winter\* from crashes involving winter road conditions.

"We all have a responsibility to protect each other and our plow drivers who work long hours to keep roads clear and help us get where we need to go," WisDOT Secretary Kristina Boardman said. "We ask drivers to remember the basics: slow down, maintain extra following distance from other vehicles and avoid distractions so you can focus on getting to your destination safely. Check 511 Wisconsin to stay up to date on road conditions and know before you go."

## WALK LIKE A PENGUIN ON ICE

- Bend your back slightly and point your feet out - this increases your center of gravity.
- Stay flat-footed and take small steps or even shuffle for more stability.
- Keep your arms out from your sides to help balance.



WISCONSIN DEPARTMENT OF HEALTH SERVICES



## EXTREME COLD WATCH

An Extreme Cold Watch is issued when dangerously cold air, with or without wind, is **possible**.

Check the forecast, and be prepared in case a Warning is issued.

**Be Prepared**

## EXTREME COLD WARNING

An Extreme Cold Warning is issued when dangerously cold air, with or without wind, is **expected**.

Conditions could lead to frostbite or hypothermia. Limit time outside, dress in layers, and cover up exposed skin.

**Take Action!**

weather.gov

511 Wisconsin is a free website and mobile app that provides traffic and route-specific information. It is important to check 511 Wisconsin before you drive. To learn more about traffic information or check out hundreds of traffic cameras statewide, people can access the mobile-friendly website at [www.511wi.gov](http://www.511wi.gov).

At home or in your car, winter emergency kits should include items such as food, water, a flashlight and batteries, and blankets. In your vehicle, include a snow shovel, extra gloves and hats, cell phone charger, and kitty litter or sand to help give your wheels traction on icy roads if your vehicle gets stuck.

To prepare for winter storms, stock up on additional supplies and have a plan for what to do if you lose power at home. Plan for extra batteries and other alternative power sources for your needs, including power banks or a generator. Keep generator safety in mind while it is in operation to prevent carbon monoxide poisoning and other hazards.

- Generators should be used outdoors and at least 20 feet away from windows, doors, and attached garages
- Make sure you have working carbon monoxide detectors on every level of your home
- Follow manufacturer's instructions carefully

According to the NWS, Wisconsin experiences an average of three to six winter storms during the season. Last winter, the highest one-day snowfall total in the state of 17 inches was reported in Jackson, located in Washington County on Jan. 13, 2024. Hurley in Iron County recorded 75.5-inches of snow last winter, giving it the highest seasonal snowfall total in the state. The coldest temperature recorded in Wisconsin last winter was -18 degrees Fahrenheit on Jan. 15-16, 2024, in Clinton, located in Rock County.

Find more information on winter safety in the ReadyWisconsin Winter Weather Awareness Week packet located at <https://readywisconsin.wi.gov/wp-content/uploads/2024-Wisconsin-Winter-Weather-Awareness-Week-Packet.pdf>.

You can also follow ReadyWisconsin on Facebook, X, and Instagram for tips throughout the winter months and updates on dangerous weather conditions.

You can also learn more tips at [dhs.wi.gov/climate/winter-weather.htm](https://dhs.wi.gov/climate/winter-weather.htm)

\*2023 and 2024 data are provisional and subject to change.



# EMPLOYEE SHOUT OUT!

## NEWS YOU CAN USE



### PHOTO OF THE WEEK



#### CORE VALUES IN ACTION Partnership

"Mount View recognized the need for suicide screening and prevention training specific for our nurses. The team at Mount Views would like to acknowledge Marne Schroeder, Karissa Nelson, and Karie Koppa for their Partnership in creating a Mount View-specific policy and procedure. They participated in six nursing meetings to deepen the nurses' understanding of the topic and the screening assessment."

– Submitted by Cagney Martin

### WAUSAU CAMPUS PARKING REMINDERS

#### Employees: Please Do Not Park in Aquatic Lot C

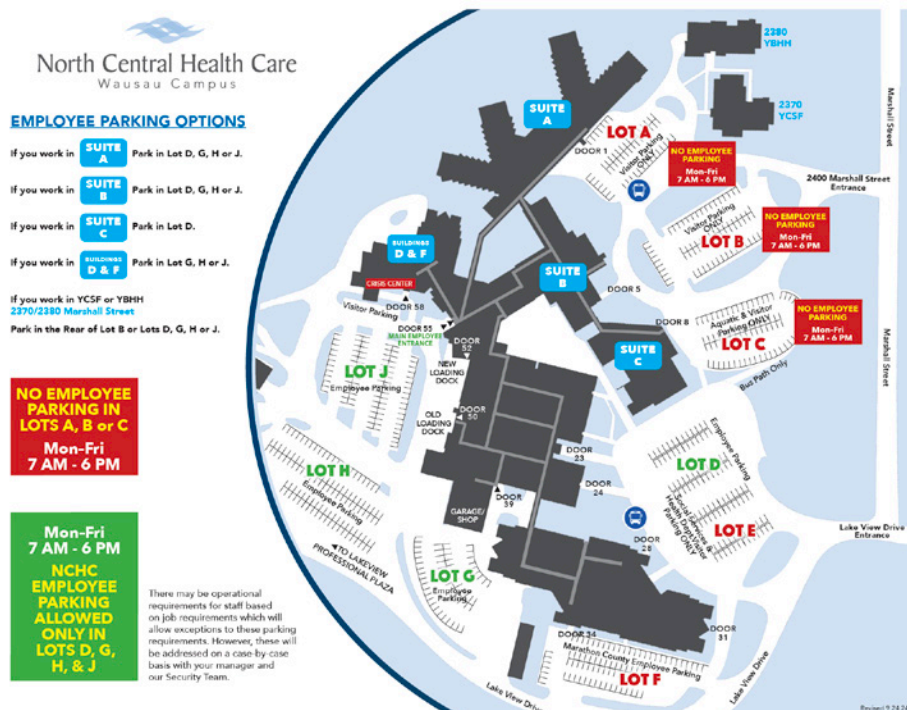
Just a friendly reminder for employees on Wausau Campus regarding parking Lot C Aquatic Therapy Center parking lot. Despite the appearance of fewer vehicles in the lot, these parking spots remain in constant demand throughout the day. Many of our therapy patients face mobility challenges, making it essential for them to have convenient access to the nearest parking spaces, as they may struggle to walk long distances from the building. **As part of our commitment to Person-Centered Service, Lot C is reserved for Aquatic Therapy Patients and should not be used for employee parking.**



For those parking in Lots A & B during the work week due to necessity, you need to have specific permission from your manager to park in Lots A & B during the business day. You should be parking in the far rear of the lot to allow access for clients, patients, and visitors to appointments.

#### All NCHC staff should be parking in Lots D, G, H and J.

If you have questions about where you should be parking, please contact your manager. You can also find maps on the O'drive in the "NCHC Information" Folder.



UKG Pro Classic

UKG Pro

### UKG PRO MOBILE APP

#### Discontinue Use of UKG Classic App

Support for the UKG Pro Classic mobile app will be discontinued, effective January 1, 2025. Please make sure to uninstall the old UKG Pro Classic app, and install the new UKG Pro app. If you need additional assistance or have questions, please contact the HelpDesk at 715.261.6710 or you can enter a TAG request online.



### NCHC COURIER DELIVERY

#### Thanksgiving Week Schedule Reminder

The NCHC Courier Service running to/from Antigo and Merrill from Wausau will run on Wednesday, November 27th during Thanksgiving week. Please plan accordingly.







## North Central Health Care

**HOLIDAY DONATION SUGGESTIONS**

Below are donation suggestions for clients and residents of North Central Health Care. These items will directly benefit individuals and families receiving services. Donations will be delivered to Mount View Care Center, Group Homes, Community Treatment for Children and Adults, Behavioral Health Hospitals (Youth & Adult), Crisis Stabilization (Youth & Adult) and Outpatient clients in Wausau, Merrill and Antigo.

*\*Items with an asterisk are most needed.*

**Personal Items**

- Wallets and Coin Purses
- Sweat shirts - all sizes: S - 4XL
- WARM winter gloves and mittens\*
- Winter caps and scarves
- Sweat pants\* (S - 4XL)
- Men's Undershirts, Underwear\* - S - 4XL
- Women's Underwear\* - S - 4XL
- Costume jewelry\*, necklaces especially with long chains
- Rubber soled slippers only - all sizes
- Baseball Caps
- Fleece blankets
- Reading Glasses (Variety of Powers)

**Toiletries**

- Body wash\*
- Shampoo & conditioner\*
- Hair accessories (brushes, barrettes, hair ties, rattail combs)
- New Make-up (lipstick, ChapStick, etc.)
- Men's shaving items\*
- Hand Cream\* - small or medium bottles only
- Deodorant\* (predominantly Men's)
- Nail Polish\*, polish remover, cotton balls
- Toothbrushes & Toothpaste\*
- Cologne\* for men and women or Aftershave
- Disposable Razors\* for men and women
- Feminine Napkins/Tampons
- Small bottles of dish soap or bleach
- Kitchen Sponges
- Laundry detergent and fabric softener sheets
- Cleaning Supplies

**Paper Products**

- Paperback Bibles (Large print or soft sided)

**Unique Suggestions**

- Sewing kits
- Anything Green Bay Packers, Badgers, Brewers, Bucks
- Cans of Soda (caffeine-free only)
- Small packages of snacks, gum and candies (sugar-free or regular)
- Gift Certificates to McDonald's, Subway, Walmart, Kwik Trip, Target, Gas Cards, etc.
- Kitchen dish towels
- Sunglasses
- Towel sets: 1 bath towel, 1 hand towel, 2 wash cloths
- Boxes of Chocolates (must be sealed)
- Movie Theater Gift Cards
- Insulated Mugs

**Recreation/Craft**

- Colored construction paper\*
- New 100-300 pieces or less Puzzles or therapeutic puzzles with large pieces\*
- Word Search\* and Crossword Puzzle Books\*
- Adult Coloring Books
- Colored pencils, markers, crayons
- Trinkets (almost any small object) for Bingo prizes
- Inexpensive canvases (all sizes), art paint & brushes
- Glue or glue sticks\*
- Tissue Paper
- Decks of Cards (new)
- Pony Beads
- Pens or Pencils
- Christmas Gift Bags for Wrapping (Medium & Large)
- Christmas Wrapping Paper
- Journals

**Interested in adopting a client or creating a Giving Tree at your organization or business for the holidays?**

Please, contact the NCHC Volunteer Office at  
**715.848.4450** or **volunteer@norcen.org**

*Thank You For Your Generous Support!*





# WHAT'S FOR LUNCH?

WAUSAU CAMPUS EMPLOYEE CAFETERIA  
OPEN TO ALL NCHC & WAUSAU CAMPUS EMPLOYEES

## MONDAY – FRIDAY

**Grab-N-Go** 8 am – 6:30 pm

The Employee Cafeteria is Closed.

**Lunch** 10 am – 2 pm

**Soup, Salad Bar & Hot Food Bar**  
Soup Served until 6:30 pm or until sold out.

WEEKDAY SALAD BAR &  
HOT FOOD BAR \$.45/OUNCE

## Daily Hot Sandwich Menu

FEATURING DAILY SPECIALS LIKE GRILLED BEEF & CHEDDAR,  
CHEESEBURGERS, BBQ SANDWICHES, TUNA MELTS, PIZZA & MORE!!  
Make your own cold or hot sandwich with fixins' OR self-serve at the salad bar.

## NOVEMBER 18 – 22, 2024

MAIN ENTRÉE  
SOUP  
SANDWICH  
DESSERT

MONDAY	TUESDAY	WEDS	THURSDAY	FRIDAY
Twice Baked Chicken Breast Mashed Potatoes Green Beans	Lasagna Salad Garlic Toast	Country Fried Steak Mashed Potatoes Zucchini & Tomatoes	Roast Turkey Stuffing Corn	Baked Cod Herbed Rice Rye Bread
Hobo Soup	Beef Barley Soup	Garden Vegetable Soup	French Onion Beef Noodle Soup	Chicken Noodle Soup
Stan's Tacho Bar	Taco Bar	Meatball Sub	Homemade Pizza	Fish Taco
Brownie Bottom Cheesecake	Monster Cookie	Snickerdoodle Krispy Bar	Banana Strawberry Cup	Cherry Pineapple Dessert

## NOVEMBER 25 – 29, 2024

MAIN ENTRÉE  
SOUP  
SANDWICH  
DESSERT

MONDAY	TUESDAY	WEDS	THURSDAY	FRIDAY
NCHC Ranch Pork Medallions Baked Yams Mixed Veggies	Chicken Lasagna Zucchini & To- matoes Bread stick	Baked Fish Cheesy Potatoes Seasoned Cabbage	Cafeteria Closed for the Holiday  The Bistro will be Open	
Turkey Dumpling Soup	Taco Soup	Beef Noodle Soup		
Hamburger with Fried Onions	Monte Cristo	Homemade Pizza		
Banana Split Dessert	Frosted Banana Bar	Caramel Apple Crisp		







# THE BISTRO

**NOW OPEN 7 DAYS A WEEK! | WEEKDAYS 7:30AM - 3PM | WEEKENDS: 9:30AM - 5PM**

THE BISTRO WILL BE CLOSED ON WEEKENDS FROM 1-1:30PM TO ACCOMMODATE STAFF BREAKS

\*HOT FOOD IS AVAILABLE AT THE BISTRO DAILY UNTIL 2:30PM \*



## SPECIAL OF THE WEEK

### Cuban Panini

SLICED PORK | HAM | SWISS  
PICKLES | MUSTARD MAYO SAUCE

## LATTE OF THE WEEK



### Whatchamacallit Latte

Espresso & steamed milk paired with chocolate, caramel and nutty notes of almond.

**\$1 OFF LARGE LATTES  
EVERY MONDAY!**

*\*Please note: All sales subject to Sales Tax.*

### Ice Cream

ICE CREAM CONE .....1.50

ICE CREAM SUNDAE .....2.25



- *build your own* -

## BREAKFAST SANDWICH

EGG + CHEESE ..... 3.00

EGG, MEAT + CHEESE .....4.00

### PICK YOUR BREAD

CROISSANT | BAGEL  
ENGLISH MUFFIN

### PICK YOUR MEAT

HAM | SAUSAGE | BACON